



Description of Practical Actions and Measures of Outcomes

Human Rights

- Principle 1: Business should support and respect the protection of internationally proclaimed human rights; and

Practical Action :

- 1) Throughout 2019, Dagon Group have ran 19 courses which involved 440 participants (10% increase over 2018). Enhancing 21st Century Skills competence was one of the focus areas and we ran a total of 19 different internal and external courses for managers and supervisors to be more innovative and collaborative skills.
- 2) Dagon Sports Day 2019 was held on 2nd February 2019. About 800 Dagon Group employees attended and participated in 44 fun activities and games. We run this Sports Day annually to promote health conscienceless and to build team work.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance - 0%)

- Principle 2: make sure that they are not complicit in human rights abuses.

Practical Action:

- 1) All employees who had completed the tenure of employment contract were allowed for renewal of the contract.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance -- 0%)

- Women and Gender Equity

Practical Action:

- 1) We practice Gender Equality and eliminate pay discrimination
 - Increase female ratio in management position
 - Similar work to receive similar pay regardless of race, gender or religion. Strict pay scale and evaluation method to be introduced according to skills and qualification.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance -- 0%)



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Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Practical Action:

- 1) We recognize and respect the rights of our employees connected with freedom of association and collective bargaining.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance - 0%)

- Principle 4: the elimination of all forms of forced and compulsory labour;

Practical Action:

- 1) Our work procedures require the consent of employees to work overtime.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance - 0%)

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;

Practical Action:

- 1) Dagon Construction is implementing the procedures in accordance with its Environmental Management Guideline and monitoring Pollution Control, Water Use, Occupational Health & Safety, Community Health & Safety, Other Social Considerations and Emergency Risks.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance - 0%)

- Principle 8: undertake initiatives to promote environmental responsibility; and initiatives to promote environmental responsibility.

Practical Action:

- (1) The Group embraces its responsibility to manage the impact that its business have on the environment and is committed to carry out its activities with due considerations for the potential environmental impact, both now and in the future. The Group has an Environmental policy which sets out our commitment to reducing pollution and advancing our environmental performance. Dagon Group's Rainy Season Plantation Ceremony was held on June 27, 2020 at Naypyitaw.

(Performance Indicator: Measure of Outcomes Level of Non-Compliance - 0%)



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- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Practical Action:

- (1) We practice to reduce the electricity consumption as shutdown the computers if not necessary, choose the right light (LED), unplug idle electronics, turn off some lights and use natural sunlight. As result of this practices, DCSM I & II's 2019 Electricity meter usage units reduced about 8.5% than 2018 usage. We planned to reduce the electricity usage in 2020 year about 10% than 2019. And for the future, Dagon Group plan to use Greenhouse Gas in some project areas.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance - 0%)

Anti-Corruption

- Principle 10: Business should work against corruption in all its forms, including extortion and bribery.

Practical Action:

- 1) We are complying with the normal and competitive procedure in our bids for project approval and state contracts.
- 2) Our Code of Conduct had set the value of the gift that can be retained by the employee not to be exceeding USD 100 if they are received under non –obligatory circumstances. Gifts exceeding USD 100 must be declared and approved by the relevant business head before receiving them.

(Performance Indicator: Measure of Outcomes-Level of Non-Compliance - 0%)